

From: Ken Lay and Jeff Skilling on 02/07/2001 07:23 PM
Sent by: Ken Lay and Jeff Skilling
To: All Enron Worldwide
cc:
Subject: Organizational Changes

Enron is forming a new organization - - the Enron Xcelerator - - to drive the formation and development of new businesses at Enron. Enron's unique ability to start and develop new businesses has driven most of our growth over the years. Lou L. Pai, currently Chairman and CEO of Enron Energy Services, will lead the Xcelerator. Over his years at Enron, Lou has been key to the creation and rapid growth of our wholesale gas, wholesale power and energy service businesses. The existing business units will continue their development of core businesses, while the Xcelerator will be responsible for developing new business opportunities that are natural extensions of Enron's business model and core skills, but not currently under development elsewhere in Enron.

Dave Delaine, currently President and CEO of Enron Americas, will become Chairman and CEO of Enron Energy Services. Dave brings a wealth of experience and accomplishment from Enron Wholesale Services' businesses where he led the growth of our Canadian business and our North American origination activity and, most recently, had a great year in Enron Americas.

Dave is forming an Office of the Chairman in EES. Joining Dave in the Office of the Chairman are Dan Leff, President of EES, Global Energy Services, and Marty Sunde, President of EES, Global Marketing and Services. Dan and Marty have been instrumental in the development and execution of the successful EES business model. Also joining the Office of the Chairman of EES is Janet Dietrich as Chief Operating Officer. Janet, currently is Managing Director in Enron Americas, where she has been successful in many of Enron Wholesale's core businesses, including gas trading, risk management and structural origination. Tom White will continue as Vice Chairman of EES and will focus on the development and expansion of EES' customer relationships. Lou, Tom, Dan, Marty and the entire EES organization have developed a great business model with great growth prospects. EES has become an essential part of Enron's market valuation and growth story. This new leadership structure will enable EES to continue on its path of sustained growth and increasing profitability.

John Lavorato will succeed Dave as President and CEO of Enron Americas. John has been an essential part of Enron's energy trading success over the years and is a key part of Enron Wholesale Services' continuing success story. Joining John is Louise Kitchen, currently President and CEO of Enron NetWorks. Louise, who accelerated Enron's outstanding growth with the deployment of EnronOnline, will take over as Chief Operating Officer of Enron Americas.

Philippe Bibi, currently Chief Operating Officer of Enron NetWorks will take over as President and CEO of Enron NetWorks. Under Philippe's leadership, Enron has become a technology leader and the leading e-commerce company. Joining Philippe as Chief Operating Officer is Greg Piper, currently Managing Director of Enron NetWorks. Greg currently leads Enron NetWork's origination activity and was responsible for the creation and deployment of ClickPaper, Enron's successful online pulp and paper marketplace.

Please join us in congratulating all of these individuals on their achievements and their new responsibilities.